



## Modern Slavery Statement

STATEMENT ON SLAVERY AND HUMAN TRAFFICKING – MAY 2019

### 1. Overview

This statement is pursuant to section 54, part 6 of the Modern Slavery Act 2015 and sets out the steps that Savoy Ventures Limited have taken to identify, monitor and remediate any issues relating to slavery and trafficking within our UK business and our supply chains.

We recognise that slavery and trafficking exist, and the eradication of slavery and trafficking is a live and ongoing issue which will require constant vigilance. We aim to work in a co-operative and supportive manner with the partners in our supply chain to assist, educate and train where possible and to seek out potential areas of concern and resolve or remediate these in the best interests of the workers affected.

We recognise that while we have controls, measures and reporting procedures in place, there is more to do, and development will continue as the macro environment changes and more knowledge and understanding is gathered.

The existing controls are set out below. These measures have currently revealed no issues relating to slavery and trafficking.

### 2. UK employment and supply chain

Savoy Ventures Limited's HR function is centrally controlled and managed with appropriate controls and policies to safeguard the rights and welfare of UK employees including policies on Grievance, Bullying and Harassment, PREVENT (identification and prevention of radicalisation) and Safeguarding (identification and prevention of abuse of young workers) and Whistleblowing to allow the safe reporting of any abuses.

Employees are paid into their own bank accounts at no greater intervals than monthly. However, we recognise that our employees could be subject to outside exploitation which may be difficult to identify. We are considering measures which may assist with identifying such risks and we are working on staff education, particularly for staff management personnel to provide them with the tools to recognise exploitation and thereafter provide support.

### **3. Supply Chain depth**

Savoy Ventures Limited have a supply chain. The Company has first and second tier suppliers (suppliers where we have direct contact) and third tier suppliers where we may not have direct contact as they are sub-contracted.

We see the majority of the work in relation to rooting out activities in relation to slavery and trafficking as being in the third-tier area. This does not, however, mean that we will have less scrutiny on the first and second tier but that we are giving this area some additional focus.

### **4. Strategic areas of development**

Senior management have attended courses to assist with compliance under the Modern Slavery Act and to assist in the development of strategies to identify poor or illegal practices and to assist with the improvement of the conditions of workers within the supply chain.

### **5. Concluding statement**

Our focus will be to maintain a healthy and stable supply chain which benefits all stakeholders and encourages good and fair working conditions where employees are free from harm, threat or harassment of any kind, are paid regularly at a sustainable level and have a mechanism to raise issues.

Where there are issues, we will seek to provide the support with the objective that the people in our supply chain are treated fairly, however, where satisfactory improvement is not made and we can find no other way forward, we will move away from an offending supplier and report accordingly to our regulatory body, the Care Quality Commission (CQC) and commissioners.

We will continue to encourage an open and honest dialogue with our supply base and to encourage our teams in direct engagement with the supply base to report issues of concern to the Board, with a focus on improvement.

For and on behalf of the Board of Savoy Ventures Limited.